

COMMUNICATIONS ON PROGRESS

As a supporter of the United Nations Global Compact, Global Utmaning is committed to the 10 principals of Global Compact and also to report the progress of this commitment. We will begin this COP with defining the values we base our work on and the vision we strive towards. The ten principals will then be listed, followed with examples of policies and actions we have taken in order to fulfil the commitment towards Global Compact.

Global Utmaning stands for openness, multitude and the respect differences. We want to do this through increased knowledge, dialog and action. Global Utmanings vision is to contribute to an open and including society and a sustainable ecological, social and economic development.

Global Utmaning's status and progress on the 10 principals of Global Compact.

Human Rights

- #1 "We require adherence to the United Nations Universal Declaration on Human Rights within our sphere of influence"
 - ☑ We actively discuss and act on promoting the values in the declaration by acting as a role model ,setting a good example for organisations, companies and individuals to follow.
 - ☑ We actively support and promote the idea of everyone's equal value in all processes and projects we participate in.
 - ☑ We have published a report named "Social Progress in Developing Countries", where we identify a number of challenges for nations, international organisations and corporations to deal with. These challenges need to be addressed to raise the level of dignity. We, at Global Utmaning, strive to promote higher standards of rights and opportunities for those less fortunate.
- #2 "We work to ensure that we are not complicit in any human right abuses"
 - ☑ We strive to purchase "fair trade" groceries.
 - ☑ We continuously work on increasing our awareness and using our consumer power, to buy and use services and goods from companies that have a profile of policies and codes of conduct that match our high ambitions in promoting human rights.

Labour

- #3 "We respect the rights of our employees to form unions and participate in collective bargaining"
 - ☑ The employees at Global Utmaning have the right to form labour unions and are encouraged to do so.
 - ☑ We work in accordance to the national legislative and regulations, which also sets the high standards for working conditions the employees of Global Utmaning can enjoy today.
- #4 "We do not allow forced or compulsory labour in any aspect within our operations or supply chain"

- ☒ Employees are free to leave their employment after an agreed time of notice, regulated in their contracts.
 - ☒ A balance between labour and free time is strived for. More hectic periods are compensated by less hectic periods when the day may be shortened to restore the balance.
- #5 “We do not allow child labour within our operations or supply chain”
- ☒ No person below the minimum legal age for employment may be employed.
 - ☒ Should illegal child labour be found in our sphere of influence, our ambition is to demand corrective actions or cut off the connections, as a sign of disapproval, to the source.
- #6 “We do not allow discrimination within our workplace in respect of employment and occupation”
- ☒ We strive to create a workplace where everyone feel welcome and accepted, regardless of ethnicity, religious beliefs, sexual orientation, age or gender.
 - ☒ Global Utmaning strives for a world who comprise every individual being, this also goes for the working place at Global Utmaning.

Environment

- #7 “We take a precautionary approach to environmental challenges”
- ☒ When taxi is necessary, we strive to use taxi that is driven by ethanol or other environmentally friendly fuel.
 - ☒ We have a travel policy that promotes travelling by train rather than by airplane when rational. This policy is constructed to take CO2 emissions into consideration. Ways of travel that results in low levels of emissions is promoted.
- #8 “We promote greater environmental responsibility”
- ☒ We actively discuss on how to make the world more sustainable, internally and externally.
 - ☒ We participate in seminars and other networks to get more knowledge on the subject.
 - ☒ We will release a book autumn 2007 that look on the possibility to combine entrepreneurship with ecological, economical and social sustainability.
- #9 “We proactively encourage the development and diffusion of environmentally friendly technologies.”
- ☒ We strive to use, when ever possible, environmentally friendly goods and services.
 - ☒ The technical development on environmentally friendly technologies is closely monitored to be able to use this technology and to promote it whenever possible.
 - ☒ This development is also discussed in our organisation as one of the cornerstones of the solutions to the problem of high and arising CO2 emissions.

Anti-Corruption

- #10 “We do not tolerate fraud, corruption, extortion or bribery in any form within our operations or supply chain.”
- ☒ It would be against the Swedish law and the code of conduct at Global Utmaning to engage in any of the illegal actions named in principle 10. Any violation would be seen with unforgiving eyes.
 - ☒ We also try to be aware of the occurrence of this in our sphere of influence, to ensure that Global Utmaning is in neither way connected to any violation of the principle stated above.

CEO commitment and continuant support for Global Compact

I, Boa Ruthström, wish as the CEO of Global Utmaning to express my continuant support for the initiative of Global Compact. Global Utmaning will continue to actively promote and encourage others to fulfil the ten principals of Global Compact.

Best regards,
Boa Ruthström
CEO Global Utmaning